A0615-2UA

REPORT ON SALARIES OF NURSING DEANS

1984–1985

February 1985
Institutional Data System
American Association of
Colleges of Nursing

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Institutional Data Series 85-2

Price
Members—$6; Subscription—$24
Non-Members—$10; Subscription—$50

Subscription Rate includes two salary reports and
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REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

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TABLE OF CONTENTS

Page

INTRODUCTORY MATERIAL

Summary 1

Method

Data Collection 1
Participating Schools 1
Acting or Interim Deans 2
Definitions 2
Salary Basis. 2
Computer Processing 3
Percentile Analysis 3

RESULTS AND DISCUSSION

Table 1: Salaries of All Deans: Percentile Data . . . 3

Table 2: Annual Salary Increases for Deans Continuing in Office 4

Table 3: Comparison of Calendar Year (Equivalent) Salaries for Deans on Academic and Calendar Year Basis 5

Table 4: Salaries of Nursing Deans by Region. 6

Table 5: Salaries of Nursing Deans by Institutional Control. 7

Table 6: Salaries of Nursing Deans in Universities and Four-Year Colleges 7

Table 7: Salaries of Nursing Deans in Academic Health Centers 8

Table 8: Salaries of Nursing Deans by Programs Offered in the School. 9

Table 9: Salaries of Nursing Deans by Faculty Size. . 10

Table 10: Salaries of Nursing Deans by Type of Highest Degree 10

Page

Table 11: Salaries of Nursing Deans by Title 11

Table 12: Salaries of Nursing Deans by Rank. 12

Table 13: Salaries of Nursing Deans and Tenure 12

Table 14: Length of Administrative Term of Nursing Deans. 13

Table 15: Number of Deans Elected by Nursing Faculty . 13

Table 16: Formal Review of Dean's Performance. 14

Service on State Boards of Nursing. 14

Length of Time in Current Position. 14

Total Years of Experience as Dean 14

ILLUSTRATIONS

Figure 1: Length of Time in Current Position 15

Figure 2: Total Years of Experience as Dean. 16

APPENDIX

Institutional Data Form 17

Dean/Director Salary and Related Information. 18

U.S. Map - AACN Regions 19

List of Schools by Regions. 20

INTRODUCTION

Summary

This report on the salaries of 326 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in January 1985. Salaries in both of these reports represent the fall of 1984. They constitute a seventh annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. A map showing geographic regions is presented on page 19 followed by a list of participating schools beginning on page 20.

METHOD

Data Collection

An Institutional Data form (see page 17) provided a framework for classification and presentation of salary data for both faculty and deans. Thus, it was possible to examine the following as probable determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, size of faculty, types of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment, educational background, and length of experience as a dean (see page 18).

Participating Schools

This 1984-85 Report on Salaries of Nursing Deans shows an 11.6 percent increase in the number of deans submitting data and is consistent with AACN's growth in membership during the past year. However, the reader may note that the number of schools upon which this report is based (326) is less than the number represented in the Report on Nursing Faculty Salaries (339) for the same period. Schools with a vacancy in the deanship at the time of data collection in the fall of 1984 were deleted; see statement on acting or interim deans on page 2.

The reader may note slight differences between the number of participants in the Report on Nursing Faculty Salaries and in this report. One example is that schools whose data on faculty salaries did not reach AACN in time for inclusion in the above report are included here since information was available on the institution and the dean's position. Another difference in numbers results if a school submits data for faculty salaries but not for the dean. Thus, although the format for listing the participating institutions beginning on page 20 is similar to the faculty report, the two sets of lists are not identical.

Acting or Interim Deans

The questionnaires from 17 schools indicated that the deanship was vacant at the time of data collection (September-October 1984), a decrease from 22 last year that may indicate less turnover and more stability in leadership. Follow-up of responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries were more typical of faculty rank rather than of chief administrative officers. Thus, salaries of acting or assistant deans have been included in the Report of Nursing Faculty Salaries and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the list beginning on page 20 as evidence of the school's cooperation in AACN's salary survey. It should be noted also that several deanships which were vacant in the fall of 1984 have been filled by the date of publication of this report.

Since acting and interim deans were excluded from the tabulations, this report is based upon the salaries of 326 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title. AACN uses the title of Dean in a generic sense with reference to the chief administrative officer in a school, college, department, or program in nursing regardless of local title. Table 11 will provide the variety of actual titles among the respondents and possible relationships to salary.

Academic Health Center. This frequently misunderstood or misinterpreted title refers to "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" -- in our case, nursing. Whether situated on the same campus or separate campuses, each health school generally maintains separate identity and autonomy.

Salary Basis: Calendar Year

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion is done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis only. For a dean whose salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were keypunched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Institutional Data System. These combined data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis and Protection of Privacy

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75 and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1984-85	326	34,600	40,000	47,900	57,800	68,100
1983-84	292	33,500	37,900	45,800	55,000	62,500
1982-83	272	32,100	37,000	44,700	53,000	60,600
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the institutions participating in the 1984-85 salary survey. It also presents comparative data on size of the dean population and salaries for the previous six years. It should be noted that the population of deans has increased by 90 percent since the first salary survey in 1978-79; the percentage increase per year approximates increases in AACN's membership.

Comparison of 50th percentile (median) salaries in 1984-85 over 1983-84 shows an increase of 4.6 percent, nearly double last year's increase of 2.5 percent. However, this increase is approximately the same as the 4.4 percent achieved in 1982-1983 over 1981-82. Neither figure approximates the 7.6 percent increase which was experienced in 1979-80 nor reaches the 7 percent that the Chronicle of Higher Education publicized as national faculty salary increases in December 1984. Review of Table 2 is more promising. It should be remembered that the same deans are not involved each year and that percentile salary data are affected by several factors. Turnover may result in a newly appointed younger or less experienced dean receiving less salary than one who retired; also, a school with high salaries may not have submitted data in a given year or vice-versa.

Table 2

Salaries for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1984-85	245	35,700	41,000	49,900	59,000	68,700
1983-84	245	34,000	38,400	46,400	55,200	63,000

Table 2 limits comparison to schools which participated in both the 1983-84 and 1984-85 surveys with the same dean continuing in office. The median salary for this group of deans showed an increase of 7.5 percent as compared to 6 percent last year. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans at lower salaries adversely affected the rate of increase computed in Table 1. This is not a surprising finding, as one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year. The remainder of the tables in this report will be based on all data supplied by the 326 schools that participated in the 1984-85 deans' salary survey.

It seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, schools

of nursing with doctoral programs generally are located in large universities or academic health centers. Thus, the reader should be cautioned that statements such as "deans with doctoral programs receive higher salaries" is not an independent statement. Data presented in this 1984-85 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. The report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Comparison of Calendar Year (equivalent) Salaries for Deans on Academic and Calendar Year Basis

	N	10th	25th	50th	75th	90th
Academic Year Basis	48	30,500	37,400	41,300	50,200	55,200
Calendar Year Basis	278	35,100	40,700	49,000	60,000	69,000

Colleges and universities make various plans for coverage of administrative responsibilities during the summer period. These depend upon what an institution defines as an academic year or a calendar year for semesters, quarters or other time units under which it operates its various academic programs. Some deans have an option as to whether they wish an academic year or calendar year appointment; others do not. Table 3 illustrates that a large majority of nursing deans (85 percent) are employed on a calendar year basis. Deans with academic year appointments are clearly compensated at a lower annual rate, even after adjusting the salaries to a calendar year basis. The difference of 18 percent between median salaries of the two groups would seem to indicate that deans with academic year salaries were mainly employed in institutions with small faculties that probably offered only a baccalaureate program in nursing. The extent to which such deans seek other employment in the summer period is not known.

Table 4

Salaries of Nursing Deans by Region

Region	N	10th	25th	30th	75th	90th
North Atlantic	89	34,500	38,500	49,300	57,000	66,300
Midwest	99	34,400	39,000	46,000	55,500	67,800
South	103	34,500	40,800	48,000	60,200	70,700
West	35	34,300	41,700	49,000	62,000	74,400

A review of 50th percentile salaries in the four regions indicates that deans' salaries in the northeast and west were 2 to 3 percent ahead of the All-Dean median in Table 1. The southern region, where deans' salaries were slightly ahead of other regions last year, is practically the same as the All-Dean median in this report. For a second year, deans' salaries in the midwest lagged behind other regions; 4 percent lower than the All-Dean median.

One question which was pursued was the balance of public or private schools by regions. As might be expected from the historical development of private institutions in the North Atlantic area, approximately 70 percent of AACN's member schools there had private sponsorship - either secular or religious. However, as the above paragraph demonstrates, in this instance it is not possible to establish a direct link between the level of deans' salaries and ratio of public to private schools. In contrast, the southern region, where approximately three-fourths of AACN's member schools are in the public category, has maintained a higher level in deans' salaries than the midwest where there is approximately a 50 percent ratio in AACN's public-private membership.

In general, regional variations in deans' salaries would seem to be related to such factors as stability of the population concerned and of individual schools. The impact of new, small schools tends to have an adverse effect upon salaries of both faculty and deans. Thus, the reader should not form generalizations or conclusions from the data on deans' salaries presented in either Table 4 or Table 5 which follows. It would require an in-depth study to identify and analyze the causative factors which could be involved.

Table 5

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	176	39,100	44,300	51,800	60,600	69,200
Secular Private	59	37,000	41,500	48,600	64,500	71,800
Religious Private	91	29,000	34,100	39,000	48,000	55,800

Table 5 presents salaries of deans according to control of the parent institution. All three categories experienced an increase over 1983-84 in number of member schools reporting. Public schools increased by 17, secular private by 6 and religious private schools by 11; thus, public and private sectors achieved the same increase over last year. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, deans' salaries in secular private institutions surpassed those in public schools. All three categories experienced an increase in median salaries for deans in 1984-85 over last year: private secular schools led with a 6 percent increase, private religious schools followed with 5 percent and public schools with 4 percent; the latter nearest to the All-Dean median.

Table 6

Salaries of Nursing Deans in Universities and Four-Year Colleges

Parent Institution	N	10th	25th	50th	75th	90th
University	221	39,000	44,400	53,300	62,400	70,800
Four-year College	92	29,700	34,700	38,500	43,600	50,100
Other	12	38,800	44,300	49,300	59,200	69,900

Data in Table 6 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four-year colleges. This constant difference is of interest since a breakdown of AACN schools in the university category would reveal that many of the latter differ greatly in size. Both universities and four-year colleges experienced larger increases in median salaries for deans than was the case last year; universities increased by nearly 7 percent and four-year colleges by 5 percent - both

exceeding the All-Dean median in Table 1. Median salaries for deans in the "other" category also increased by 7 percent over 1983-84.

The "other" category in Table 6 represents nursing programs in specialized institutions of higher education, e.g., a free-standing medical college, a consortium or other "one of a kind" programs.

Table 7

Salaries of Nursing Deans in Academic Health Centers

Parent Institution	N	10th	25th	50th	75th	90th
Academic Health Centers						
Same Campus	67	50,900	57,200	66,400	71,800	81,000
Separate Campus	7	-	53,300	57,500	66,000	-
Separate City	2	-	-	-	-	-
Other Universities and Colleges	250	34,000	38,100	44,100	51,700	59,100

The format of AACN's Institutional Data questionnaire was changed a few years ago in an effort to secure more accurate data concerning a nursing school's relationship with an academic health center which existed in the same university. Table 7 provides a significant comparison between deans' salaries where the school of nursing is on the same campus with an academic health center or situated in other colleges and universities. The median salary for academic health center nursing deans increased by 10 percent over the previous year, the largest increase observed in this report. Median salaries of deans in other universities and colleges increased by 4 percent, approximating the All-Dean median in Table 1. Inclusion of median salaries for the small group of deans on separate campuses of academic health centers does not appear to be particularly significant; the three possible responses to this item on the institutional data questionnaire (page 17) were meant to clarify confusion existing around the definition of an academic health center.

Table 8

Salaries of Nursing Deans by Programs Offered in the School

	N	10th	25th	50th	75th	90th
Baccalaureate Only	175	33,300	37,300	42,300	48,000	55,000
Master's Only	3	-	-	64,500	-	-
Baccalaureate, Master's	120	38,200	46,400	55,500	61,700	69,500
Master's, Doctoral	1	-	-	-	-	-
Baccalaureate, Master's, Doctoral	27	52,700	64,900	68,700	80,000	86,800

It is apparent from the data in Table 8 that the salaries of deans vary greatly with increased responsibility for advanced degree programs. However, the large number of schools which prepare students for the first professional degree, normally the baccalaureate, also have diverse characteristics depending on location, source of support, enrollment of R.N. students and the length of the program's existence. Schools which offer both baccalaureate and master's study are expected to recruit and maintain a higher ratio of doctorally prepared faculty; this need becomes more crucial for the schools which also have doctoral students enrolled.

It is interesting to note that there are only three program categories for which comparison of median salaries between this year and last is possible. They reveal practically the same percentage increases. In schools with only baccalaureate programs, the median salary for deans increased by 5.2 percent. Schools with baccalaureate and master's programs had a slightly smaller increase of 4.7 percent. Schools with baccalaureate, masters and doctoral programs had an increase of 5.5 percent. The gaps appearing in two of the program categories in Table 8 are in line with AACN's policy of protection of a school's privacy. (See page 3 for further explanation). It should be explained that salary data for one school in the last category is missing from this report.

Table 9

Salaries of Nursing Deans by Faculty Size

Number of Faculty	N	10th	25th	50th	75th	90th
0 - 10	99	33,000	35,100	40,000	46,000	52,500
11 - 20	91	35,400	39,900	44,700	50,500	56,300
21 - 30	41	35,200	42,000	48,400	60,600	69,300
31 - 40	34	39,400	50,800	55,000	60,000	66,700
41 - 60	45	52,200	56,700	62,500	69,800	75,000
More than 60	16	53,900	63,500	68,900	79,500	89,700

Table 9, which was new in 1982-83, shows the relationship of salaries for the chief administrative officer of nursing schools to the number of faculty for which they are responsible. The very strong and obvious positive relationship between compensation and organization size is in a sense very satisfying, because it is what one would expect for commercial, governmental or academic institutions of any kind. Many factors are significant in describing a deanship, but faculty size would probably be the best single measure of comparability of positions. One should point out that even within the size groupings, variables other than faculty size could affect the dean's salary. For example, a school with only a graduate program might have ten highly prepared experienced faculty who would merit higher salaries than Table 9 would indicate.

As was the case last year, over one-half of the participating deans (58 percent) represented institutions with a nursing program in which less than 20 nursing faculty were employed. Comparison of median salary increases for deans by size of faculty revealed that schools with 11-20 faculty increased by 4.2 percent while schools with the two highest numbers had increases of 7 percent.

Table 10

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
D.N.S. or D.N.Sc.	22	33,800	36,600	44,500	54,600	59,000
Ed.D.	100	34,100	40,300	48,800	60,000	69,000
Ph.D.	164	37,400	41,500	50,500	59,400	69,300
D.P.H. or Dr.P.H.	4	-	-	44,000	-	-
Other Doctorate	1	-	-	-	-	-
Nursing Master's	33	23,800	33,800	37,600	44,400	50,600
Other Master's	2	-	-	-	-	-

A total of 291 deans, 89.2 percent of those reporting in the 1984-85 survey, held an earned doctorate, only slightly higher than 88.4 percent last year and 87.1 percent in 1982-83. Thus, the percentage of doctorally prepared deans has not changed significantly in the last two years.

The number of deans reporting professional degrees in nursing (D.N.Sc. or D.N.S.) this year (22) is double the number reported last year and now comprises 7.5 percent of AACN's doctoral deans. Deans with Ph.D. degrees still are the majority group with 56.3 percent of the total. Third in number are deans with the Ed.D. degree, comprising 34.3 percent of the total. A small number have public health degrees (Dr.P.H. or D.P.H.). AACN has fairly complete data on the major field of study of deans who have earned the Ph.D. degree. A question seeking this information has been included in the deans' questionnaire, but classification of responses is awaiting further anaylsis; advanced study in education seems predominant.

The number of deans whose highest educational credential was a master's degree declined from 12 to 10 percent in 1984-85. The large majority had a master's in nursing. As would be expected, most of the deans in the master's category indicated that doctoral study was near completion. A question as to probable completion date may be included in next year's survey.

Table 11

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	177	40,800	47,300	56,000	65,600	72,500
Director	43	33,300	35,400	43,100	48,300	54,300
Chair	95	30,200	35,200	39,400	44,500	51,200
Other	11	38,200	40,800	46,700	55,500	57,700

Table 11 indicates clearly that the title of dean is associated with the highest levels of salaries. However, it seems likely that whatever title is held by the chief administrator in a nursing program is determined by the pattern of titles (and salaries) which prevail in the parent institution. Distribution of titles in this report did not change significantly from 1983-84 for deans and chairpersons. However, the percentage with title of director increased from 9 to 13 percent.

Table 12

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	220	38,600	44,700	53,500	62,900	71,000
Associate Professor	91	33,400	35,300	39,000	44,000	51,000
Assistant Professor	7	-	29,900	33,600	41,400	-
No Academic Rank	8	-	40,900	45,500	47,900	-

Table 12 indicates that 67 percent of the deans held the rank of professor, slightly less than last year. The difference likely is related to newer, less experienced deans or those who have recently completed doctoral preparation. Policies concerning levels of academic rank may differ considerably by educational institution; five deans reported no academic rank. This again would seem a matter of institutional policy with no adverse reflection on nursing.

Table 13

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	226	36,700	42,700	52,200	62,000	69,700
Without Academic Tenure	100	33,000	36,000	40,800	46,000	53,900

Table 13 indicates that 226 or 64 percent of the deans in the 1984-85 survey held academic tenure - three percentage points more than last year. Although further analysis of the schools where deans lack tenure has not been done, there is some evidence that the majority of these are smaller, private institutions that do not operate a tenure system. Also, institutional policy undoubtedly governs the eligibility of a new dean for tenure status.

Table 14

Length of Administrative Term of Nursing Deans

Lenth of Term	N
No fixed term	233
2 years	5
3 years	55
4 years	10
5 years	20
6 or more years	3

Table 14 bears no direct relationship to salary but is included as a matter of interest. Responses to the question on length of administrative term, which reflects institutional policy rather than nursing per se, have been rather consistent over a three year period. It is apparent about that three-fourths of the total number have no fixed term. Where terms in the office of deans exist, approximately 17 percent reported a three-year term.

Table 15

Number of Deans Elected by Nursing Faculty

Region	Elected	Not Elected
North Atlantic	20	69
Midwest	9	90
South	8	95
West	4	31

As was the case with Table 14, the data on election of the dean bear no relationship to salary. The information is included because of interest on the part of deans, particularly with regard to changing trends. AACN's data show that election is the practice in a very small number of schools amounting to 13 percent of the 1984-85 respondents. Changes since this question was added five years ago have been very slight. The colleges and universities where deans are elected include all types: public and private, large and small institutions.

Table 16

Formal Review of Dean's Performance

Kind of Review	N
Internal Review	168
Internal and External Review	18
No Review	140

Table 16 shows how the dean's performance is evaluated in responding institutions. This was included for the first time in 1981-82 in response to growing interest in nursing education (as elsewhere in academia) about the manner in which the performance of deans in colleges and universities was being reviewed. A few changes have occurred this year which, while not conclusive, may be in the direction of more attention to the review process; the number reporting an internal review increased by 7 percent; schools having both an internal and external review remained at 5 percent. Combining schools which reported both types of review showed that 57 percent were in this category in 1984-85 as compared to 60 percent in 1983-84; 43 percent indicated that they had no review of performance.

Service on State Boards of Nursing

A new question was added to the 1983-84 Deans' survey seeking information as to the number of AACN schools which had membership on a state board. Last year the results showed that a total of 74 schools (26 percent) had given such service; in 1984-85, 63 schools were involved: 28 deans and 35 other faculty.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Despite the height of the first column representing the number of deans in their first year in the current position, the total data in Figure 1 do not differ greatly from previous years. Review of columns one and two show that 62 deans, 19 percent, have served in the present position for one year or less - the same percentage as in 1983-84. The median period of time for the group is 4 years.

FIGURE 2: TOTAL YEARS OF EXPERIENCE AS A DEAN

Figure 2 shows that many deans have had previous experience as chief administrative officers in a nursing program. The median number of years of combined experience in deanships for the group as a whole remains at 5 years. This year there are 80 deans (24 percent) with more than ten years of experience as chief administrative officers in baccalaureate or masters programs in nursing.

FIGURE 1: LENGTH of Time in CURRENT POSITION

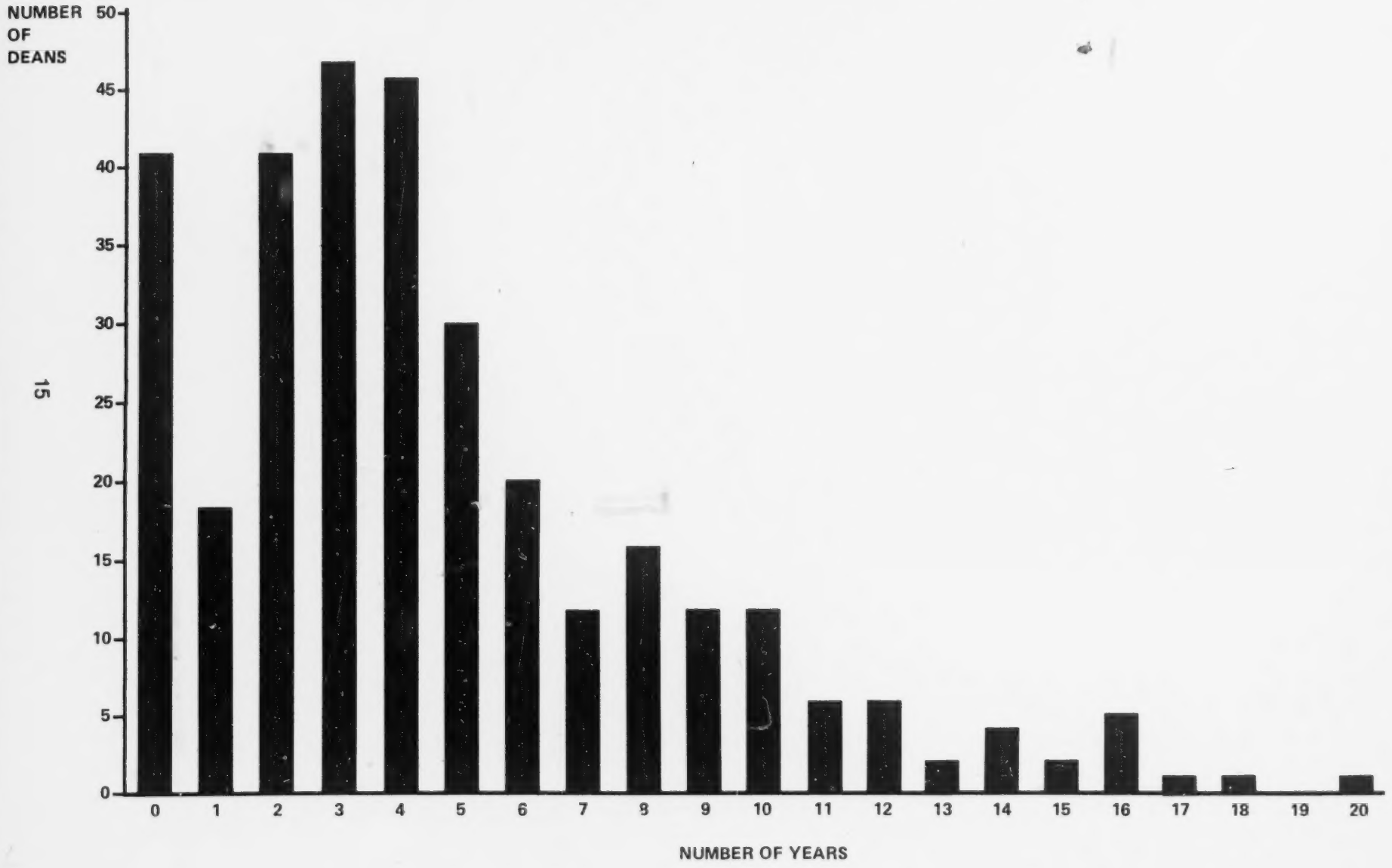
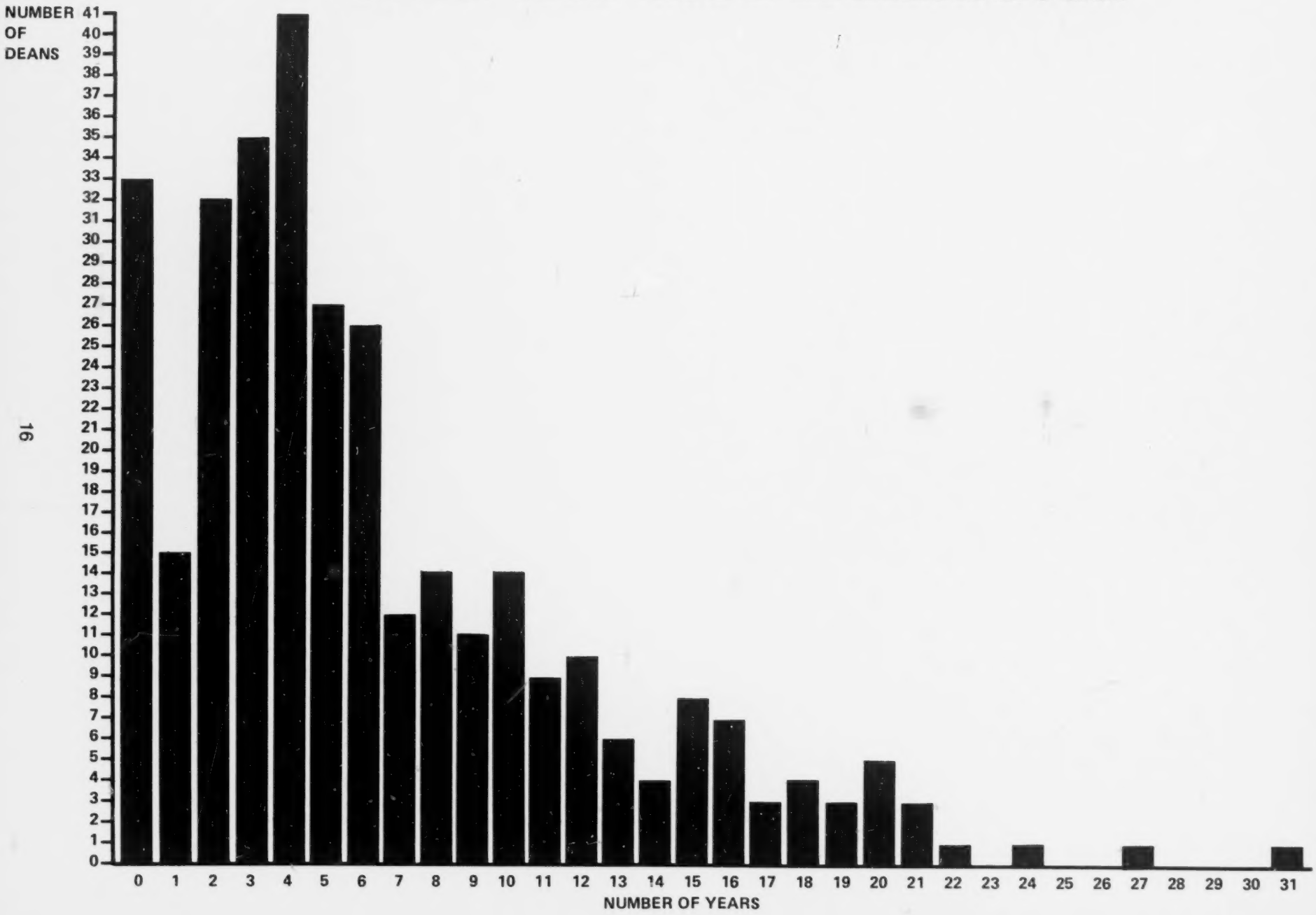


FIGURE 2: TOTAL YEARS of EXPERIENCE as DEAN



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1984-85 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
6. Categories of students:
   baccalaureate
   generic _____
   RN _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
   _____ Leading to a baccalaureate in nursing
   _____ Leading to a master's in nursing.
   _____ No such programs are available. (See instructions on reverse.)

   Questions 8 and 9 relate to **generic programs only**
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty**?
   Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
   Clinical: Freshman year _____ Sophomore year _____ Junior year _____
10. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

    Count only nursing students in the spaces below.

	Fall 1984 Full-time Students	Fall 1984 Part-time Students	1983–84 Graduations During 1983-84 Academic Year
Baccalaureate: Generic			
R.N.			
Graduate: Masters			
Doctoral			

Signature of Dean or Director _____

Please add complete phone number here _____

American Association of Colleges of Nursing
One Dupont Circle • Suite 530 • Washington, D.C. 20036 • (202) 463-6930

1984-85 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean_____ Director_____ Chair_____ Acting Dean_____ Other_____(specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____

3. TENURE: (academic) yes _____ no _____

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year?
   Terms generally are renewable. (check one)
   No fixed term_____ 2 yr_____ 3 yr_____ 4 yr_____ 5 yr_____ 6 or more yr_____

5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)

   Yes, internal within the institution _____

   Yes, internal and external _____

   No _____

6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes_____ no_____

7. SALARY [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

8. SALARY BASIS: (check one) Academic year _____ Calendar year _____

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other school(s) [ ][ ] years.

10. Service on the State Board of Nursing (check one)

    Dean/Director presently is a member _____

    A faculty person is a member_____

    No member from the school _____

11. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc. _____ Ed.D._____ Ph.D. _____ (specify field) _____
    D.P.H. or DR P.H. _____ other _____ (specify field)_____
    Masters
    Nursing _____ other _____ (specify field) _____

12. OTHER ADMINISTRATIVE TITLES:

    Do you hold another administrative title in addition to dean/director/chairperson of the school of nursing (the title checked in question 1)? (check one) yes _____ no _____

    If yes, please specify the title(s) _____
    _____
    _____

13. Did your institution grant an honorary degree to a nurse during the 1983-84 academic year? (check one) yes _____ no _____

    If yes, please supply name of honoree_____

North Atlantic States
Midwestern States
Southern States
Western States

Report on Salaries of Nursing Deans
Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg University
Bloomsburg, Pennsylvania
City College of CUNY
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY-Bellevue
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Jersey City State College
Jersey City, New Jersey
Kean College of New Jersey
Union, New Jersey
Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/College at Brockport
Brockport, New York
SUNY/College of Arts & Sci.
Plattsburgh, New York
SUNY/College of Technology
Utica, New York
SUNY/Downstate Medical Center
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Southeastern Massachusetts Univ.
North Dartmouth, Massachusetts
* Temple University
Philadelphia, Pennsylvania
Trenton State College
Trenton, New Jersey
Univ. of the District of Columbia
Washington, D.C.
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Massachusetts-Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Vermont
Burlington, Vermont
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
Boston University
Boston, Massachusetts

Private (Secular)

Colby-Sawyer College
New London, New Hampshire
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia Univ., Teachers College
New York, New York
Columbia University
New York, New York
Curry College
Milton, Massachusetts
D'Youville College
Buffalo, New York
Daemen College
Amherst, New York
Fairleigh Dickinson University
Rutherford, New Jersey
Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
Husson Coll/Eastern Maine Med Ctr
Bangor, Maine
Long Island University-Brooklyn
Brooklyn, New York
Long Island University-Greenvale
Greenvale, New York
MGH Inst. of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
Monmouth College
West Long Branch, New Jersey
Nazareth College of Rochester
Rochester, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Quinnipiac College
Hamden, Connecticut
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Syracuse University
Syracuse, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
Univ. of the State of New York
Albany, New York
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
Widener University
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

*Acting/Interim Dean

NORTH ATLANTIC STATES

Private (Religious)

Allentown Coll St. Francis
Center Valley, Pennsylvania
Atlanta Union College
South Lancaster, Massachusetts
Boston College
Chestnut Hill, Massachusetts
College Misericordia
Dallas, Pennsylvania
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
La Roche College
Pittsburgh, Pennsylvania
Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania
Niagara University
Niagara University, New York
Saint Peter's College
Jersey City, New Jersey
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Thiel College
Greenville, Pennsylvania
University of Scranton
Scranton, Pennsylvania
* Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania
Waynesburg College
Waynesburg, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Cleveland State University
Cleveland, Ohio
Eastern Michigan University
Ypsilanti, Michigan
Ferris State College
Big Rapids, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Medical College of Ohio
Toledo, Ohio
Metropolitan State University
St. Paul, Minnesota
Miami University
Oxford, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State Univ.
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
* Ohio State University
Columbus, Ohio
Ohio University
Athens, Ohio
Purdue University
West Lafayette, Indiana
Saginaw Valley State College
University Center, Michigan
South Dakota State University
Brookings, South Dakota
Southeast Missouri State Univ.
Cape Girardeau, Missouri
Southern Illinois University
Edwardsville, Illinois
Univ. Minnesota/Sch. Public Health
Minneapolis, Minnesota
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Ctr
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Missouri
St. Louis, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio

MIDWESTERN STATES

Private (Secular)

Aurora College
Aurora, Illinois
Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Columbia College of Nursing
Milwaukee, Wisconsin
Franklin University
Columbus, Ohio
Medical College of Wisconsin
Milwaukee, Wisconsin
Northwestern Univ. Med. School
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University
Chicago, Illinois
West Suburban College of Nursing
Oak Park, Illinois

Private (Religious)

Alverno College
Milwaukee, Wisconsin
Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Bethel College
St. Paul, Minnesota
Capital University
Columbus, Ohio
Cedarville College
Cedarville, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
Grand View College
Des Moines, Iowa
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Romeoville, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marion College
Marion, Indiana
Marquette University
Milwaukee, Wisconsin
Marycrest College
Davenport, Iowa
Marymount College
Salina, Kansas
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
The College of St. Catherine
St. Paul, Minnesota
Trinity Christian College
Palos Heights, Illinois
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana
William Jewell College
Liberty, Missouri
* Xavier University
Cincinnati, Ohio

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Angelo State University
San Angelo, Texas
* Arkansas State University
State University, Arkansas
Auburn University at Montgomery
Montgomery, Alabama
Central State University
Edmond, Oklahoma
Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
* Delta State University
Cleveland, Mississippi
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida
Florida Atlantic University
Boca Raton, Florida

SOUTHERN STATES

Public

Florida International University
North Miami, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia College
Milledgeville, Georgia
Georgia Southern College
Statesboro, Georgia
Georgia State University
Atlanta, Georgia
Jacksonville State University
Jacksonville, Alabama
James Madison University
Harrisonburg, Virginia
Langston University
Langston, Oklahoma
Louisiana State University
New Orleans, Louisiana
Marshall University
Huntington, West Virginia
McNeese State University
Lake Charles, Louisiana
Medical College of Georgia
Augusta, Georgia
* Medical College of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
Nicholls State University
Thibodaux, Louisiana
Norfolk State University
Norfolk, Virginia
North Carolina A&T University
Greensboro, North Carolina
North Carolina Central University
Durham, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern Oklahoma State Univ.
Alva, Oklahoma
Northwestern State University
Shreveport, Louisiana
* Prairie View A & M University
Houston, Texas
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Southwestern Oklahoma State Univ.
Weatherford, Oklahoma
* Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
* Troy State University
Troy, Alabama
Univ. of Arkansas Coll. of Nursing
Little Rock, Arkansas
* Univ. of North Carolina-Wilmington
Wilmington, North Carolina
Univ. of Tennessee-Chattanooga
Chattanooga, Tennessee
University of Alabama
Birmingham, Alabama
* University of Alabama
Huntsville, Alabama
University of Alabama-Tuscaloosa
University, Alabama
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Louisville
Louisville, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Carolina
Chapel Hill, North Carolina
* University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of North Florida
Jacksonville, Florida
University of Oklahoma
Oklahoma City, Oklahoma
University of South Alabama
Mobile, Alabama
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Texas-Tyler
Tyler, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
Virginia State University
Petersburg, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

SOUTHERN STATES

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
Johns Hopkins University
Baltimore, Maryland
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
Bellarmine College
Louisville, Kentucky
College of Notre Dame of Maryland
Baltimore, Maryland
Columbia Union College
Takoma Park, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
* Emory University
Atlanta, Georgia
Harding University
Searcy, Arkansas
Incarnate Word College
San Antonio, Texas
Lenoir-Rhyne College
Hickory, North Carolina
Lynchburg College
Lynchburg, Virginia
Mercer University
Atlanta, Georgia
Mississippi College
Clinton, Mississippi
Oklahoma Baptist University
Shawnee, Oklahoma
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
Southwestern Adventist College
Keene, Texas
Texas Christian University
Fort Worth, Texas
Tuskegee Institute
Tuskegee, Alabama
University of St. Thomas
Houston, Texas

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
California State College
Bakersfield, California
California State University
Long Beach, California
California State University
Los Angeles, California
California State University
Sacramento, California
Consortium of the California State Univ.
Long Beach, California
Idaho State University
Pocatello, Idaho
Intercoll. Ctr. for Nursing Ed.
Spokane, Washington
Lewis-Clark State College
Lewiston, Idaho
Montana State University
Bozeman, Montana
Northern Arizona University
Flagstaff, Arizona
Oregon Health Sciences University
Portland, Oregon
* San Diego State University
San Diego, California
San Jose State University
San Jose, California
University of Alaska
Anchorage, Alaska
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of Hawaii at Manoa
Honolulu, Hawaii
University of Nevada-Reno
Reno, Nevada
University of New Mexico
Albuquerque, New Mexico
* University of Northern Colorado
Greeley, Colorado
University of Southern Colorado
Pueblo, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
* University of Wyoming
Laramie, Wyoming
Western Washington University
Bellingham, Washington

Private (Secular)

Samuel Merritt College of Nursing
Oakland, California
University of Denver
Denver, Colorado
University of Phoenix
Phoenix, Arizona
University of Southern California
Los Angeles, California
Westminster College
Salt Lake City, Utah

Private (Religious)

Azusa Pacific University
Azusa, California
Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California